

Kentucky Board of Education Special Meeting May 7, 2015

Kentucky Board of Education Special Meeting, Waterfront Development Corporation, 129 East River Road, 2nd Floor, Louisville, KY 40202

SUMMARY MINUTES

The Kentucky Board of Education held a special meeting on May 7, 2015, at the Waterfront Development Corporation, 129 East River Road, Louisville, Kentucky. The board conducted the following business:

I. Call to Order, 8:00 a.m. EDT

The meeting was called to order by Chair Roger Marcum. He indicated this was a special meeting for the purposes of drafting a list of characteristics the board desires for the next commissioner and for considering the selection of a search firm to conduct the search for the next commissioner of education.

II. Roll Call

Chair Marcum then asked Mary Ann Miller to call the roll.

All were in attendance except Robert King.

Attendance Taken at 8:00 AM:

Present Board Members:

Mr. Grayson Boyd
Mr. Leo Calderon
Ms. Debra Cook
Mr. Samuel Hinkle
Mr. David Karem
Mr. Roger Marcum
Mr. Jonathan Parrent
Ms. Nawanna Privett
Mr. William Twyman
Ms. Mary Gwen Wheeler

III. Discussion of Characteristics for the Next Commissioner - Gene Wilhoit, Facilitator (8:05 - 10:00 a.m. EDT; Open Session)

David Karem, board member, welcomed everyone to the Waterfront Development Corporation's facility and gave a brief history of the organization and its physical surroundings.

Following this, Chair Marcum pointed out that Brigitte Ramsey, former board member, had been selected to head the Prichard Committee upon Stu Silberman's retirement and expressed congratulations to her. He went on to say that Gene Wilhoit was present today to facilitate the session on characteristics for the next commissioner. Marcum noted Wilhoit has lots of experience as a facilitator and said that each board member had been asked to send his/her top characteristics to Mary Ann Miller, who sent them on to Wilhoit for review prior to today's session. He stated that the board also had access to the characteristics which were used in the last commissioner's search. Chair Marcum explained that these items can serve as a starting point for today's discussion. He summarized that once the board completes its draft list, it will be shared with the public to gather feedback and then the feedback can be considered to finalize the document. Marcum then turned the session over to Wilhoit.

Gene Wilhoit emphasized that today's work is an important task. He felt that Kentucky is in a good position to attract top candidates. Wilhoit said he would start the discussion with the characteristics from the previous search and then compare these to the ones each member had submitted for this meeting. At the end of the session, he commented, reflection on the challenges the board will be facing will occur in relation to the characteristics brought forward.

Chair Marcum noted that feedback from the Kentucky Association of School Superintendents also was included in the materials provided to the board.

The following topics were discussed with suggestions from board members for characteristics included under each:

Communications (Two Parts: delivery of messages and ability to listen and exchange ideas)

- Relate to multiple audiences (public, principals, superintendents, teachers, education community and those influencing education decision making)
- Able to build relationships
- Able to communicate a shared vision (deliver a message)
- Able to listen
- Use and deploy technology effectively as a communication tool
- Communicate with youth and inspire them
- Help everyone feel they have "skin in the game"
- Implement a messaging campaign on how well Kentucky is doing as a joint effort with the board (Kentucky's national reputation is strong but at home within the state, many do not know how the state is perceived across the nation.)

Educational Knowledge Base/Expertise

- Possesses detailed knowledge and understanding of the teaching and learning process
- Demonstrates some experience in how to move the deeper learning, assessment and global competency agenda forward (know where the board is going)
- Displays knowledge and experience in the development and implementation of instruction, assessment and accountability resulting in deeper learning and global competence
- Possesses knowledge of Kentucky's rich history in education reform
- Versed in education policy

- Versed in Kentucky's ability to maintain a national presence and a sustained commitment to reform over time
- Able to render a balance between understanding of the opinions/needs of the field and moving the reform policy agenda forward (Don't get into a lull but deal with implementation fatigue in the field)
- Help people make transitions to deal with the realities they must face
- Able to bring great stories forward

Leadership and Change Management

- Possess a management style that will drive good management
- Able to get people ready for change (proven track record of this)
- Possess knowledge of systems change
- Recognize the most beneficial leverage points to effect change (where to leverage budget, supports and time)
- Able to lead change and manage the system
- Manage KDE as an agency that has a balance between compliance (accountability) and service/support

Miscellaneous/Other

- Advance student achievement/student competency (focus on students; educational opportunity for all students in the Commonwealth; place students and student achievement first) -- Perhaps put this first in the board's list or a statement to this effect up front.
- Combine the student focus with a balance of managing the system to support the people who are getting us there
- Displays integrity (honest and open, admit when issues exist or he/she makes a mistake, respectful of others, has consistency of and depth of thought, solves problems and does not just say something to make others happy; analyzes issues and comes forward with solutions to address them)
- Demonstrates commitment to close achievement gaps
- Appreciates diversity and inclusion; respects and values diversity
- Seeks champions for public education
- Possesses the appropriate professional qualifications

Before concluding this portion of the agenda, Wilhoit asked the board members to reflect on issues the board will be facing. The board shared the following:

- Relationship with the next governor
- Funding to support the vision
- Public education being under assault
- How to implement deeper learning and have assessments that measure it
- Tweaks to make in the accountability system
- How to get back to a time of more respect for the profession of teaching and relationships with the professionals in school districts
- Dealing with ESEA reauthorization, if and when it occurs
- Implementation of the Professional Growth and Effectiveness System

After reflecting on the characteristics that had been shared in comparison to the issues listed above, the board made a few adjustments to the wording of their characteristics.

Wilhoit brought the session to a close by indicating that he would get a draft document back to the board for them to edit. He went on to say the edits would be incorporated and then the draft document could be released to the public for feedback by the end of next week.

IV. Search Firm Interview Process (10:00 a.m. EDT; Open Session)

Associate Commissioner Hiren Desai opened this part of the meeting by explaining how the RFP process rolled out and how the board arrived at today's session with a recommendation from the subcommittee consisting of three board members and three department staff to hear a presentation from Greenwood/Asher & Associates, Inc., which was the top scoring proposal. He provided the board with a list of suggested questions they could ask at the end of the presentation, if they so desired. At this point, Betty Asher and Jan Greenwood presented information on their firm and how it would propose to conduct the search. Topics they covered were background of each partner and the firm, the search process, background checks and guarantee of service.

V. Deliberations on Search Firm Presentation (Open Session)

Questions from board members covered the topics of stakeholder engagement, percent of minority individuals interested in the position, conflicts of interest, client behavior, references, evaluating candidates' knowledge base, the firm's degree of K-12 experience, reasons the firm is successful, identification of the persons who would work with the board on the search and legal proceedings.

VI. Consideration of a Motion to Select a Search Firm to Conduct the Commissioner of Education Search (Open Session)

The search firm representatives were asked to leave the meeting. Chair Marcum asked if there was any further discussion on choosing a search firm. Since none came forward, he asked for a motion on whether to move forward with a contract with Greenwood/Asher & Associates, Inc. to conduct the commissioner's search.

Motion Passed: Approval to contract with Greenwood/Asher & Associates, Inc. to conduct the commissioner of education search passed with a motion by Ms. Mary Gwen Wheeler and a second by Ms. Debra Cook.

Mr. Grayson Boyd	Yes
Mr. Leo Calderon	Yes
Ms. Debra Cook	Yes
Mr. Samuel Hinkle	Yes
Mr. David Karem	Yes
Mr. Roger Marcum	Yes
Mr. Jonathan Parrent	Yes
Ms. Nawanna Privett	Yes
Mr. William Twyman	Yes

Ms. Mary Gwen Wheeler Yes

VII. Lunch and Discussion of KBE Members' Attendance at KSB and KSD Graduation Ceremonies (Open Session)

The board proceeded to eat lunch and during this time discussed which board members would attend the graduations at the Kentucky School for the Blind and Kentucky School for the Deaf.

It was decided that Roger Marcum would attend the Kentucky School for the Deaf's graduation and Mary Gwen Wheeler would attend the Kentucky School for the Blind's graduation. Other board members were invited to attend if their schedules permitted.

VIII. Conversation with Selected Vendor on Process/Timeline for Search (Open Session)

Chair Marcum congratulated Ms. Asher and Ms. Greenwood on their firm being unanimously selected by the board to conduct the search. He noted that the board was anxious to get started with discussion on the process and timeline.

Ms. Asher and Ms. Greenwood handed out a folder of material to each board member. Greenwood said that it contained a code of ethics and a description of the search process. Members were asked to bring these folders to each meeting with the search firm. She noted that there would need to be decision points about whether the full board would conduct the search or a subset of the full board and how stakeholder input would be gathered. It was shared that the firm would create a draft position profile, a draft ad, a proposed ad plan, a search schedule and a questionnaire that each applicant must complete that would be officially presented and approved at the June meeting. They asked each board member to share dates through Mary Ann Miller that could not be touched over the summer.

At this point, the board agreed that the firm should move ahead with drafting an ad for the board's feedback using the characteristics that came out of today's discussion. As far as stakeholder input, the board agreed that the search firm would conduct phone conversations with key stakeholders to gather feedback on the kind of person desired for the next commissioner, do a press release providing the board's draft characteristics along with a survey site on the department's website and ensure the draft characteristics go out to school and district personnel as well as key education constituents.

Ms. Greenwood and Ms. Asher asked for points of pride, opportunities and challenges that could be shared with potential candidates. Points of pride that were shared included the percent of college and career ready students, the graduation rate, the state being on the forefront of education reform, the strong partnership with higher education, over 25 years of sustained progress in education reform, raising the dropout age to 18, strong department staff and a thoughtful and progressive board with which to work. An area of uncertainty that came forward was the unknown outcome of the governor's race. Additionally, department staff had prepared a five-year progress report that the board asked be sent to the search firm representatives.

IX. Discussion with Search Firm on Potential Candidates for Commissioner (Closed Session)

At this point, Chair Marcum asked if there was a motion to go into closed session per KRS 61.810(1)(f) to discuss potential candidates for the position of commissioner with the search firm representatives.

Bill Twyman so moved and Leo Calderon seconded the motion. It carried.

Chair Marcum announced that the board came out of closed session on a motion by David Karem and a second by Grayson Boyd and that it carried. He added that no action was taken during the closed session.

X. Adjournment

Marcum then asked for a motion to adjourn. Jay Parrent so moved and Nawanna Privett seconded the motion. It carried.